

ANNUAL  
REPORT

KAMP KANAWANA

1964

MONTREAL

YOUNG MEN'S CHRISTIAN ASSOCIATION



The Seventy-First Annual Report of  
Kamp Kanawana of the YMCA of Montreal

Introduction

Nineteen hundred and sixty-four was the seventy-first season of the Montreal Boys' Kamp Kanawana, established in 1894. Kanawana is rich in the tradition of service to the Montreal community in the boys camping field.

It is the goal of Kamp Kanawana to provide an opportunity for fun, growth and development of boys in the outdoor setting offered by camp. Sometimes it is dramatic to see the things that happen to people at Kanawana, the change and growth that takes place in both campers and staff lead to the belief that the camp is in part attaining its goal.

The report that follows is an effort to outline some of the high points of the season's operation and recommendations that will help Kanawana to move further towards the accomplishment of its goals.

Staff

This season Kanawana had the most mature staff of the last six years. The average age of the counsellor group was 19.8 years. An increase of 1.2 years over 1962. Eighteen (or 60%) of the thirty-one counsellors were university students, three were university graduates and the remainder had completed Junior or senior matriculation. They were paid an average salary of \$173. The salary range was \$100 to \$280 with six receiving salary of over \$200. Salaries are based on age, education and experience. Nine counsellors had previously been at Kanawana in the capacity of a counsellor, the balance being new to Kanawana this year.

The four section directors were all school teachers. The Pathfinder section director Stanley Wasilewski completed his 5th year as a section director at Kanawana. Kenneth Fellows was section director in the Coureurs de Bois for the 2nd year. Dave Caddell and Bob Drummond section directors of the Woodsmen and Pioneer Sections respectively, were in their first year as section directors at the camp.

Ben T. Hannan was the Assistant Camp Director for his fifth year. This meant that three of the five senior staff members at the camp had previous Kanawana experience.

It should be noted here that Ben Hannan has spent fifteen years as a member of the staff at Kanawana and has made a unique and outstanding contribution to the Kamp. Ben, as he is affectionately known to the camp, has a warm outgoing personality and an ability to help that has endeared him to all who have had the opportunity of working with him. His dedication and service to Kanawana has made his contribution outstanding. A school teacher by vocation, a Kanawanian by avocation, Ben has enriched the lives of both campers and staff over the fifteen years he has been a member of the Kanawana staff.

The staff of the camp this year came from a wide variety of backgrounds. In one section alone six different countries were represented on the staff, one from Holland, one from Poland, three from England, one from France, one from Australia and of course from Canada. Three of the staff were English University students who came to Canada on a student chartered plane and stayed nine weeks in camp before making a tour of parts of Canada and the United States. This diversification of staff backgrounds added much to the richness of the season both to campers and staff alike. Staff members came from as far east in Canada as Cape Breton Island to Toronto in the west and as far south as Virginia in the United States.

#### Staff Training

For a full week prior to the opening of camp the staff took part in a training program. The content of this program is divided roughly in half between camping skills and training o work with campers. The evaluation of the training week by the staff recommends more time in the acquiring of camping skills so that the counsellors may feel more comfortable in their role of working with the boys. This in no way negates the need for adequate time being given to learning about camper behaviour and the working with boys in groups.

#### Recommendation

It is recommended that the pre-camp training period be extended by at least 4 or 5 days. This would involve increase costs for staff training but it is possible that for 1965 additional fund could be available for this purpose. Full time staff of the Montreal YMCA



could be available to serve as trainers. While it is unlikely that all of the staff could be present for the entire training period, 70 to 80% of the staff members would be in attendance. It has been found that those who arrive late for such a training program find an incentive to work harder to catch up with the others.

### Campers

This year there was a total of 535 boys attending Kanawana. 68% or 364 campers spent two weeks at camp. It would seem more and more that a two week stay at camp is the most popular length of stay. 131 boys stayed four weeks at camp this season. 12 boys spent six weeks at camp and 20 boys spent the entire season at camp.

This season there were campers from Bahamas, U.S.A. and two boys from Japan whose fathers are residing in Montreal as members of I.C.A.O. One camper came from Haiti, his father being the commander of the army of that country. The two boys from Japan spoke little English but their warm personalities and broad smiles made understanding them a simple matter and they thoroughly enjoyed their stay at the camp. Their counsellor who came from Malaysia and spoke four different eastern languages, but unfortunately Japanese was not among them.

Each year the camp seems to attract an increasing number of French campers, many of whom are sent to Kanawana to learn English. There were many 'new Canadian' boys at the camp from such countries as Hungary, Holland, Germany, France and Italy.

The new YMHA camp has made no difference to the total number of Jewish boys attending Kanawana. It would seem reasonable to predict that we will always retain a fair number of Jewish campers, as the parents of many of them feel that this is a good opportunity for them to get outside of the Jewish community for a period of time.



## PLANT PROPERTY

### New Property

This year Kanawana added approximately 120 acres to the site with the acquisition of property at the south end of Lake Wilson, namely a part of lot 215 and lots 216 and 217 in the Parish of St. Sauveur. This property was acquired to protect Lake Wilson. Lot 215 was purchased in co-operation with the Boy Scout Association, Camp Tamaracouta. The acquisition of this lot joins the property of the two camps. Lot 216 and 217 were purchased outright by the camp to prevent the development of a proposed summer colony of some 200 lots. The owner of this property had sufficient property at the outlet of Lake Wilson to allow him to offer water rights on Lake Wilson to the purchasers of these lots. Two lots 100 x 50 feet have been sold and the camp is at present attempting to acquire these two lots as well. If these two lots are not acquired it would make little difference to the privacy of the camp.

The purchase of this property further insures suitability of Kanawana as a camp site for years to come, without having to be concerned with outsiders using the lakes and surrounding property. The Kanawana property now extends over approximately 1,000 acres.

### Flush Toilets

This year flush systems were installed in the Pioneer Section and Staff Toilets, all toilets in the camp are now flush. This is a great improvement in the camp improving the sanitation of the camp immeasurably. The two remaining units completed this year were done at a cost of approximately \$1,000. The actual installation was done by the camp caretaker, Julien Tasse.

### Compressor

A new compressor was purchased for the fridge replacing the old obsolete machine installed some 15 years ago. This greatly improved the refrigeration in the camp. An indication of this fact was that there was no food spoilage this season.

### Senior Waterfront

Just prior to the opening of camp it was found that the ice had severely damaged the west end of the cement wharf in the swimming area. The ice had undermined the cement deck to the point where the high dive was in danger of collapsing. Holes were punched in the decking and some 6 tons of concrete were poured to repair the damage. Further work will be required along the entire waterfront as ice has damaged the facing to the point where there are holes all along the front. Forms will need to be constructed along the entire frontage and concrete poured to repair this damage.



#### Junior Waterfront

The Junior Wharf was raised on the ice this past winter and completely renovated. The main supports had separated and many of the beams had rotted. This was a major job, but the cost was minimum, Julien Tasse doing the work.

The general overall condition of the camp plant is excellent. A plant of this size requires continuous maintenance and repair to maintain this excellence.

#### Filtration Plant

The filtration plant requires general overall. During the closing weeks a considerable amount of sand was prevalent in the water, indicating that the filtration plant was not functioning properly. It has been almost 15 years since the plant was installed and during this time it has not had an overhaul. It is recommended that this overhaul be done prior to the opening of the 1965 season.

#### Electric Chlorinator

A new electric chlorinator installed in the water system this year. The taste was considerably improved and there was no problem in the chlorine content changing, once changed it was regulated.

#### Hot Water Supply

One of the two hot water storage tanks for general kitchen and camp use sprung a leak the last day of camp. There are two 200 gallon galvanized storage tanks. The leaking one cannot be safely patched. Both these tanks have been in use for at least ten years and the advice is that the remaining one will most likely go soon. Our plumber recommends that both these be replaced.

#### Recommendation

It is recommended that a horizontal steel storage tank be purchased, with a capacity of approximately 400 gallons. A steel tank would considerably outlast the galvanized variety and a horizontal tank is more efficient.

#### Caretaker's House

It was recommended last year that consideration be given to an addition to the Caretaker's House. Frank Nobbs drew up a plan which would add a 20 x 20 kitchen and another bedroom. It was hoped that this work might be done in the fall of 1964 but it is quite apparent that funds would not be available this year. As the Tasse family has increased, there are four children as well as Mr. & Mrs. Tasse the present home is completely inadequate. It is recommended that this addition be made in the fall of 1965. The cost of the addition plus an adequate furnace will cost approximately \$3800. Julien and his assistant would do the actual construction. This is an essential addition.

#### Tents

This year, new tents were required in the two older sections, tents to the dimension of 16 x 14 were purchased.



Previously we have used 12 x 14' wall tents. This meant increasing the size of the tent platforms. As two new tent platforms were required, they were built to the new dimensions and the others required an addition to the present platforms. The larger tents were much appreciated by the campers and added considerable floor space. Five more tents require replacing next year and it is proposed to purchase the larger type. Two platforms need to be replaced, the remaining three will require additions put on them to accommodate the additional size of canvas. 16 x 14 tents cost no more than the previous 12 x 14' tents and the cost of increasing the size of the platforms is negligible.

#### Washing Facilities

It is recommended that consideration be given to building a wash house for the Pioneer and Woodsmen Sections which would include more adequate wash stands and shower facilities. The cold weather we have been experiencing in the summers is not conducive to youngsters going in for morning dips and some days this past two summers the weather has been so poor, that even swimming during the day is not particularly comfortable, plus the fact that cold water is not the best for keeping clean. A shower house in the two younger sections with hot water provided by propane gas instant heaters would considerably improve the cleanliness in both the younger sections. The pump that presently serves the two section toilets with raw water would be adequate to provide water for the shower facilities. Overall cost is estimated at \$1,000. The present shower facilities in the camp receive their hot water from the central camp supply which also supplies the hot water for the dish washing and kitchen cleaning purposes. This means that showers can only be had at certain times of the day, when the kitchen facilities are not in use and with 300 people in the camp this is not adequate to serve all.

#### Boats & Canoes

The fleet in the camp as this point requires considerable attention. The canoes are in fairly good condition, but at least three new ones should be added to the fleet this year at approximately \$130 each. The rowboats in the camp require major overhaul and estimates are being obtained. In addition at least four or five new boats should be purchased at a cost of approximately \$90 each. The increased canoe tripping program has placed extra strain on the tripping canoes at least three of these canoes should be replaced this year.

#### Program Equipment

The amount of program equipment in the camp urgently needs to be increased, e.g. bows and arrows, baseballs, footballs, soccer balls etc. and it is recommended that the program budget be increased next year to allow for the purchase of new equipment.



## Food Services

The food services of the camp this year left much to be desired. Part of the problem was due to an inadequate Business Manager who, not only lacked the necessary business knowledge to keep the food supplies flowing steadily into the camp, but also lacked any ability to work along with our chef and kitchen staff. The quality of food that came into the camp was beyond reproach. However, the chef has been with the camp for so many years he tends, at times, to become a little lax and the food lacks the zest that makes institutional food enjoyable and acceptable; he needs to be constantly prodded to keep his performance at a high level.

For many years the camp budget has allowed a very low salary for an Assistant Chef, which means that we get a man who lacks real skills and only does the leg work for the chef, instead of contributing to the food preparation in the camp. This means that the chef has to be responsible for preparing and cooking all the food for 300 people daily. When trying to acquire a second cook after the first one quit this season, the camp was bluntly told by the National Employment Service that they simply could not find any second cook who was prepared to come to camp at a salary of \$30.00 a week, and that it would be necessary to pay between \$50.00 and \$70.00 per week if we were to get an adequate man.

If a permanent Business Manager is hired as recommended he will then have adequate time to acquire the services of a good second cook, but it is recommended that the budget for a second cook be raised so that we can attract a man with cooking skills and thus improve the meals at the camp. The rest of the kitchen ran smoothly under the kitchen supervisor this year. Only one kitchen boy quit during the season, which certainly is a record over the past six years.

The new dishwashing machine purchased two years ago continued to provide the camp with adequately clean dishes at all times, and the kitchen was at all times in immaculate condition.

Dishes - The present coloured plastic dishes in the kitchen, with some replacements, have served the camp now for approximately fifteen years. These dishes have now past both their utility and their attractiveness. The glaze has just about completely worn off and they do not present an attractive table. This year three or four dozen plastic dishes of a new variety were tried out in the camp. These dishes are made by the Cyanamid Company of Canada and are



white with a blue border and very closely resemble china dishes. They present a much more attractive table than the old and received many favourable comments from staff and campers alike.

It is recommended that a new set of dishes be purchased for next year to replace the old. Three hundred and fifty dinner plates, three hundred and fifty bowls and four hundred cups will be required. Two years ago side plates for pie, etc., were purchased for the camp, as prior to this time they were not used. The side plates are of the old variety, but are in A-1 condition, having been in use only two Summers.

### Promotion

The following was the promotion program for 1964 season. A new folder was developed for the camp this year which, after consulting with the Public Relations Firm, included Kanawana, Les Voyageurs, Training Camp, and Family Camp, as well as brief information on Otoreke and Branch Day Camps. Some 6,500 folders were distributed by mail, through YMCA Branches and other outlets.

Office Secretary information notebooks were made up so that the office secretary in each Branch would have access to information for parent inquiries.

Write-ups on Les Voyageurs and Kanawana, plus an advertisement were carried in the camping supplement of the Montreal Star in late May.

Advertisements were placed in six local papers including: Westmount Examiner, Verdun Guardian, NDG Monitor, Montreal West News, Cote St. Luc News, the Lachine Messenger, the Lakeshore News, and the Town of Mount Royal Post. Donald McKay worked with the camp for approximately six weeks, working through the Branches of the "Y". A good job was done, but the period of time was much too short.

A television interview was arranged on the CTV "Like Young" program with two members of the Voyageurs. They had approximately three minutes on the air.

The Radio Station CJAD was most co-operative with the camps. They carried spot announcements to the value of \$1,360.00 for approximately a 2½ month period. These were made as a community service by CJAD.



The Director had two one half hour interviews with Doris Clark of CJAD on her afternoon show. These two programs were not Kanawana "advertisements" but, rather the Director discussing the values of a camping experience for youngsters, and looking at some of the more important questions that parents ask with regard to their children going to camp.

Again, Kanawana crests were sent to each camper when he registered, along with a cartoon map of the camp property.

A camp reunion was held in January, but due to inadequate time for preparation, a relatively small number of campers turned out for this occasion. The acquisition of a Business Manager to develop and handle an on-going promotion program which would include reunions should considerably spark and liven up this program.

Again, the response from the branches was excellent. It is most encouraging to the Director to find such a ready response on the part of all the Branches across the city in promoting the camps. There was a noticeable increase in registration from every Branch across the city and it would seem from the advice we have had from public relations consultants, that this is still the area that should receive a lion's share of the promotion program. With the ready co-operation of the Branches it should not be difficult to realize.



### Parent Meetings

This year five Parent Meetings were held, one in each month from February to June. Parents of new campers to Kanawana were invited. The program included an opening statement by the Director, giving a brief historical sketch of the camp and the educational philosophy. This was followed by a presentation of pictures of the camp, including information about the sleeping accommodations and the program areas. This was done with 35 mm slides, plus an excellent commentary by Ben Hannan.

This was followed by a discussion by the Director on "preparing your son for camp." Coffee was served and then the parents broke into three or four groups each led by a camp staff member. During this time parents were encouraged to ask questions and discuss any of the evening's program. This program increases mutual understanding of goals of parents and the camp.

Parents were also encouraged to visit the camp with their youngsters the first two week-ends of June when members of the advance guard escorted them about the camp.

These Parents Meetings over the past two years have paid large dividends. The number of phone calls from anxious parents during the camp season has decreased considerably, and when difficulties and misunderstandings do arise communication has already been established between parents and the staff.

### Visitor Days

There were three visiting days during the camp season, one following each two week change-over period. This year approximately one hundred and fifty visitors were received in camp on these days. The first day is always greeted with some qualms on the part of the staff, many of whom are not quite sure what to expect. However, each of the visiting days was a highly satisfactory experience, both for the campers, staff and parents. These visiting days provide the opportunity for consultation between parents and staff.

### Camp Committee Visits

Seven members of the Camp Committee visited the camp this Summer. Roy Locke and Don Dewar made a two day visit to the camp during which time they had the opportunity to talk with staff members, and to observe first hand the on-going program of the camp. The remaining members spent briefer periods at the camp but they, too, had the opportunity to view the on-going operation. Visits of the Camp Committee are welcomed by the Director, and it is hoped that in the future every member of the committee will take the opportunity to visit during the Summer.



Full Time  
Business Manager

For the past two years the business manager has proved unsatisfactory. This has caused the director considerable frustration as he had to spend a large proportion of his time keeping the business end of the camp functioning smoothly and this necessitated him taking time away from the job he should be doing as director of the camp. It is difficult to get an adequate person for the short camp period. The business manager's job is a large and complex one and it takes a full season to learn the job and even if a man with adequate background were available it would still take a great deal of time on the part of the director to train this man. A new man each year means the job has to be repeated year in and year out.

This year Kanawana did not reach its budget of camper weeks and will result in deficit operation this year. There is no question that Kanawana could be filled to budget and beyond providing there was adequate on-going promotion. Kanawana has about a 50% return of previous campers. The other 50% being people who move away, make other plans for the summer and also those youngsters who reach the age when they feel they no longer want to go to camp, this means that Kanawana needs to recruit approximately 250 new campers each season in order to attain budget. This can only be accomplished through an adequate systematic promotion program. The director's off-camp season schedule does not allow him adequate time to do this promotion. In past years we hire part time people on a hit or miss basis to do this important job. The result is budgeted income for camper weeks is not realized. There is no reason at all that with adequate promotion this budget cannot be reached readily each year, but it requires an on going year round promotion program which the director has not got the time to do.

It is recommended that consideration be given to hiring permanent staff on a part time or full time basis to handle promotion and business administration of three operations - Kamp Kanawana, Family Camp and Les Voyageurs.

It is recommended that to meet the increased costs of an additional staff member and to meet other costs recommended in this report that the fees for Kanawana be established for the 1965 at \$45.00 per week. On the present budget of 1530 weeks, this would mean an increase of \$,600 per annum.

Finances

In the light of the discussion around finances of the camp held earlier this year with Mr. Al Dickinson, Financial Secretary of the Montreal YMCA, it is recommended that the camp committee give consideration to the study of the finances of the camp with a view to meeting with the Metropolitan Property & Finance Committee, recommending necessary action in order that the camps may embark upon a realistic policy for financing the operations.

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## Conclusion

This is the part of the report that I wish to express myself in the first person.

We have had a wonderful season at Kanawana, though many parts of this report might indicate that all was not well at camp this summer, but let me hasten to correct this impression. In this report I felt it was necessary to share with the committee some of the major concerns as I saw them, but let this not detract from the fact that it was as far as I am concerned, the best season that I have spent as director of Kanawana. The high level of maturity of the staff contributed much to the many youngsters who were with us this summer. The Council (4 section directors, the assistant director and the director) met regularly to train, constantly assess our progress and to plan the future. The council was a group of mature men, earnestly and sincerely concerned for our campers and the goals of the camp. We had fun at Kanawana this year both campers and staff, notwithstanding the relatively poor weather in the month of August. The staff worked hard to assure that wherever required each youngster in the camp received individual attention. The emphasis was definitely on fun and growth at Kanawana in '64.

I would like to express my personal thanks in this report to each member of the Kanawana staff of '64. I have often said that the paradox of Kanawana is that the staff get more out of the experience than do the campers. And the truth of this statement may be found in the fact that each member of the staff in doing his job, must give of himself and those who give of themselves get much in return.

I would like to express my deep appreciation to the Boys' Camping Committee of the Montreal YMCA for their many hundreds of hours of hard work throughout the year, plus their unfailing support to myself and staff. Each year we see many things that we could have done better and possibly if we have a weakness in our camping group, it is that we are often harshly self-critical and do not take time enough to sit back and look at the many good and fine things that we accomplish year after year. I feel sure that no camping program could have survived for the 71 years that Kanawana has, if it were not for the fact that so many fine things have happened to so many people year in year out.

Respectfully submitted,

A. Ross Seaman,  
Director.

## Appreciation

The outstanding success year after year at Kanawana depends on many, many people, beyond the committee and staff of the camp. Appreciation is expressed to the following for their contribution to Kanawana 1964:

The campers of 1964 and their fine parents.

The Y's Men's Club of the Notre Dame de Grace YMCA.

The Board of Management of the Westmount YMCA who, each year, allow the camp to use their Branch as a terminus for campers.

The many neighbours living around the camp who so willingly allow us to use their properties and assist us in many ways.

Mr. Romeo Lafleur who for so many years has faithfully and without mishap carried our campers to and from St. Sauveur and camp and, this year, provided transportation to our campers from Montreal and camp return.

Mr. Colin McKay, the Director of Camp Otoreke.

Mr. Rix Rogers, Program Coordinator of the Montreal YMCA.

Dr. Antonio Dezee of St. Sauveur for his assistance and cooperation in matters regarding the health of our campers.

The members of the branch staffs for their continued encouragement and support.

Dr. Hedley Dimock for his continued cooperation in staff training and development and personal assistance to the Director.

Miss Margaret Casserly of the Metropolitan Program Office Staff for her extra-ordinary assistance this year in a time of need.

Mr. Denis Clark and Mrs. Eleanor Taylor of the Metropolitan Accounts Office.

Dr. J. Preston Robb, camp medical consultant and member of the Advisory Committee, for his continued support.

The staff of the Montreal YMCA for their continued encouragement and support.



KAMP KANAWANA NINE YEAR SUMMARY

Camper Weeks by Sections									
Pioneer	408	390	382	357	373	349	406	408	370
Woodsmen	407	407	399	397	362	392	420	434	388
Courours de Bois	375	372	393	371	378	346	390	385	372
Pathfinders	378	373	392	380	394	380	378	374	360
Rangers	46	84	130	118	62	48	46	40	28
Totals	1614	1624	1696	1623	1565	1585	1640	1641	1518
No. of Campers Each Week									
1st week	200	179	208	202	206	208	220	218	183
2nd	198	182	207	202	206	208	220	218	185
3rd	206	218	228	211	218	223	221	224	217
4th	214	218	227	208	218	221	224	224	215
5th	208	211	209	211	215	214	208	220	201
6th	209	209	209	212	215	212	220	220	200
7th	201	204	206	190	146	150	156	160	137
8th	178	203	202	187	141	149	156	160	137
Totals	1614	1624	1696	1623	1565	1585	1640	1641	1518
Number of Campers									
473	523	558	538	526	545	503	548	567	535
Average Length of stay (weeks) 3.4									
3.1	3.0	3.0	2.97	2.98	3	2.89	2.6	2.85	
Percentage former campers									
46.7	48.4	43.2	48.3	44.6	43.1	44.7	49.2	51.2	43.92
Percentage "Y" members									
27.3	30.6	31.4	31.4	34.4	38.3	35.6	37.1	36.2	37.5

# NINE YEAR SUMMARY

<u>Age of Campers</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>
8	65	73	47	18	49	54	35	76	70	70
9	88	87	68	60	69	81	69	92	83	85
10	80	91	102	87	102	76	99	107	88	87
11	73	92	96	115	103	97	84	89	76	90
12	77	72	88	84	102	99	77	81	91	80
13	55	58	74	80	58	79	68	51	76	75
14	26	35	50	45	31	43	45	38	40	21
15	7	11	27	39	11	15	23	14	21	17
16	2	4	6	10	1	1	3	2	12	10

Length of Stay in Camp

1 week	8	0	0	0	1	0	0	3	1	2
2 weeks	211	324	375	367	338 64.2	369 65.6	316 62.8	345 62.6	360	364
3 weeks	77	3	0	3	4	3	1	1	2	7
4 weeks	97	137	122	109	137	129	143	163	143	131
5 weeks and more	80	57	0	0	0	2	0	0	1	12
6 weeks and more	0	0	19	23	19	16	21	19	21	-
8 weeks and more	0	0	43	36	27	26	22	20	29	20

### Religious Proportions by Weeks

[illegible]

### Age of Counsellors

[illegible]

College Men Counsellors

0	0	0	0	8	11-37.9%	10-33.5%	10-31.8%	20-60.6%
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Average Counsellor Age

0	0	0	0	18.11	18.19	19.4yrs, 18.6	19.6 yrs.	19.4
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## Number of Program Staff

11 10 11 17 17 18 17 16 16 53

Ratio Campers to Staff (to 1)

49.1(to 1) 5      4.3      3.9      3.4      4.2      4      4.5      4.4      3.47

## Number of Administrative Staff

16      17      16      17      16      17      16      17      17      19

Junior Counsellors-in Training

9 9 7 8  
10